

2012

Federal Employee Viewpoint Survey Results

EMPLOYEES INFLUENCING CHANGE

Region 9, San Francisco
1st Level Trend Report

UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT

Over
687,000
Federal
Employees'
Opinions



Environmental Protection Agency

Region 9, San Francisco

1st Level Trend Report

Response Summary

	Surveys Completed
2012 Governmentwide	687,687
2012 Environmental Protection Agency	8,847
2012 Region 9, San Francisco	432
2011 Region 9, San Francisco	408
2010 Region 9, San Francisco	412
2008 Region 9, San Francisco	361
2006 Region 9, San Francisco	439

This 2012 Federal Employee Viewpoint Survey Report provides summary results for subagencies within your department or agency. The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *Strongly Agree* and *Agree* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Note: The report tables that follow do not include results for any subagency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
2012 Governmentwide	686,499	63.2%	16.6%	20.2%
2012 Environmental Protection Agency	8,832	67.8%	15.8%	16.5%
2012 Region 9, San Francisco	432	72.5%	15.0%	12.4%
2011 Region 9, San Francisco	408	71.2%	16.8%	12.0%
2010 Region 9, San Francisco	412	77.2%	12.6%	10.1%
2008 Region 9, San Francisco	361	75.9%	13.0%	11.1%
2006 Region 9, San Francisco	439	78.9%	11.8%	9.3%

Environmental Protection Agency

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My Work Experience (continued)

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
2012 Governmentwide	684,821	71.9%	14.5%	13.6%
2012 Environmental Protection Agency	8,812	73.6%	13.8%	12.7%
2012 Region 9, San Francisco	430	79.0%	12.4%	8.6%
2011 Region 9, San Francisco	408	76.0%	14.8%	9.2%
2010 Region 9, San Francisco	411	79.9%	12.3%	7.7%
2008 Region 9, San Francisco	361	79.8%	12.7%	7.5%
2006 Region 9, San Francisco	439	82.5%	9.4%	8.1%

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
2012 Governmentwide	681,499	57.8%	18.7%	23.5%
2012 Environmental Protection Agency	8,769	64.5%	16.4%	19.1%
2012 Region 9, San Francisco	430	67.2%	19.2%	13.7%
2011 Region 9, San Francisco	405	70.2%	16.5%	13.3%
2010 Region 9, San Francisco	408	73.8%	11.6%	14.6%
2008 Region 9, San Francisco	361	69.7%	17.8%	12.5%
2006 Region 9, San Francisco	439	76.1%	14.6%	9.3%

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
2012 Governmentwide	684,685	72.4%	14.4%	13.2%
2012 Environmental Protection Agency	8,817	74.5%	13.7%	11.8%
2012 Region 9, San Francisco	430	80.9%	12.2%	6.9%
2011 Region 9, San Francisco	407	81.7%	9.7%	8.7%
2010 Region 9, San Francisco	411	83.8%	9.1%	7.0%
2008 Region 9, San Francisco	361	82.8%	11.3%	5.9%
2006 Region 9, San Francisco	439	83.4%	9.5%	7.1%

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My Work Experience (continued)

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
2012 Governmentwide	682,133	83.8%	10.4%	5.7%
2012 Environmental Protection Agency	8,788	83.4%	10.9%	5.7%
2012 Region 9, San Francisco	429	88.1%	9.0%	2.9%
2011 Region 9, San Francisco	408	89.0%	7.9%	3.1%
2010 Region 9, San Francisco	410	88.6%	7.7%	3.7%
2008 Region 9, San Francisco	361	89.0%	7.7%	3.3%
2006 Region 9, San Francisco	439	90.2%	5.8%	4.0%

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
2012 Governmentwide	681,765	80.1%	10.9%	9.0%
2012 Environmental Protection Agency	8,775	78.3%	11.6%	10.1%
2012 Region 9, San Francisco	428	81.4%	9.5%	9.1%
2011 Region 9, San Francisco	408	78.5%	13.0%	8.5%
2010 Region 9, San Francisco	410	80.4%	10.7%	8.9%
2008 Region 9, San Francisco	--	--	--	--
2006 Region 9, San Francisco	--	--	--	--

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
2012 Governmentwide	684,790	96.5%	2.3%	1.2%
2012 Environmental Protection Agency	8,813	97.4%	1.6%	0.9%
2012 Region 9, San Francisco	431	98.8%	1.2%	0.0%
2011 Region 9, San Francisco	408	97.7%	1.8%	0.5%
2010 Region 9, San Francisco	412	99.2%	0.5%	0.2%
2008 Region 9, San Francisco	--	--	--	--
2006 Region 9, San Francisco	--	--	--	--

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My Work Experience (continued)

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
2012 Governmentwide	685,285	91.4%	7.1%	1.5%
2012 Environmental Protection Agency	8,820	90.6%	7.9%	1.5%
2012 Region 9, San Francisco	431	92.7%	5.9%	1.4%
2011 Region 9, San Francisco	408	90.0%	8.2%	1.8%
2010 Region 9, San Francisco	411	93.2%	5.6%	1.2%
2008 Region 9, San Francisco	--	--	--	--
2006 Region 9, San Francisco	--	--	--	--

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	684,607	48.0%	16.9%	35.1%	1,655
2012 Environmental Protection Agency	8,814	42.0%	18.0%	40.0%	19
2012 Region 9, San Francisco	431	37.9%	16.8%	45.3%	0
2011 Region 9, San Francisco	405	42.3%	17.4%	40.3%	3
2010 Region 9, San Francisco	411	47.5%	15.1%	37.4%	0
2008 Region 9, San Francisco	360	44.0%	16.0%	39.9%	1
2006 Region 9, San Francisco	436	44.4%	21.8%	33.8%	3

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	683,078	58.9%	16.2%	24.9%	1,258
2012 Environmental Protection Agency	8,790	57.4%	17.8%	24.8%	15
2012 Region 9, San Francisco	430	53.0%	20.3%	26.7%	0
2011 Region 9, San Francisco	407	53.7%	16.6%	29.7%	1
2010 Region 9, San Francisco	411	55.5%	18.1%	26.5%	0
2008 Region 9, San Francisco	360	60.6%	17.8%	21.6%	1
2006 Region 9, San Francisco	436	58.0%	17.6%	24.4%	3

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My Work Experience (continued)

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	671,969	59.5%	16.8%	23.7%	3,517
2012 Environmental Protection Agency	8,657	58.9%	16.8%	24.3%	37
2012 Region 9, San Francisco	427	62.3%	19.0%	18.7%	0
2011 Region 9, San Francisco	404	64.7%	15.2%	20.1%	2
2010 Region 9, San Francisco	410	66.2%	15.3%	18.5%	1
2008 Region 9, San Francisco	359	67.6%	15.6%	16.8%	2
2006 Region 9, San Francisco	433	68.4%	19.2%	12.4%	6

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	681,644	83.7%	10.1%	6.2%	2,503
2012 Environmental Protection Agency	8,785	84.7%	9.4%	5.9%	27
2012 Region 9, San Francisco	427	89.9%	8.0%	2.1%	2
2011 Region 9, San Francisco	406	87.9%	7.9%	4.2%	2
2010 Region 9, San Francisco	412	87.6%	7.1%	5.3%	0
2008 Region 9, San Francisco	359	87.9%	8.0%	4.1%	2
2006 Region 9, San Francisco	437	91.0%	7.2%	1.9%	2

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	680,836	91.2%	6.2%	2.5%	1,769
2012 Environmental Protection Agency	8,755	88.1%	8.6%	3.3%	29
2012 Region 9, San Francisco	428	91.1%	7.1%	1.9%	0
2011 Region 9, San Francisco	406	92.2%	5.3%	2.5%	2
2010 Region 9, San Francisco	407	92.5%	5.9%	1.7%	2
2008 Region 9, San Francisco	358	89.8%	8.6%	1.6%	3
2006 Region 9, San Francisco	437	94.3%	4.9%	0.8%	2

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My Work Experience (continued)

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	683,306	67.5%	14.0%	18.5%	2,522
2012 Environmental Protection Agency	8,808	73.7%	12.6%	13.8%	17
2012 Region 9, San Francisco	432	53.8%	20.0%	26.2%	0
2011 Region 9, San Francisco	406	55.7%	19.2%	25.1%	2
2010 Region 9, San Francisco	411	58.5%	18.7%	22.8%	0
2008 Region 9, San Francisco	359	60.7%	18.4%	20.8%	2
2006 Region 9, San Francisco	435	64.9%	15.3%	19.9%	4

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	675,095	68.8%	14.8%	16.4%	10,306
2012 Environmental Protection Agency	8,698	68.3%	16.4%	15.3%	121
2012 Region 9, San Francisco	426	72.0%	15.4%	12.6%	4
2011 Region 9, San Francisco	404	66.1%	18.8%	15.2%	4
2010 Region 9, San Francisco	410	67.9%	15.5%	16.6%	2
2008 Region 9, San Francisco	356	74.4%	13.4%	12.3%	5
2006 Region 9, San Francisco	428	66.1%	18.2%	15.8%	11

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	681,102	82.8%	11.8%	5.5%	3,032
2012 Environmental Protection Agency	8,770	83.1%	11.9%	5.0%	39
2012 Region 9, San Francisco	431	85.2%	10.9%	3.9%	1
2011 Region 9, San Francisco	402	84.4%	9.8%	5.9%	4
2010 Region 9, San Francisco	412	82.0%	12.4%	5.6%	0
2008 Region 9, San Francisco	355	84.4%	11.4%	4.2%	6
2006 Region 9, San Francisco	433	87.3%	9.2%	3.5%	6

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My Work Experience (continued)

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	656,457	61.5%	19.5%	19.0%	27,152
2012 Environmental Protection Agency	8,020	60.8%	22.0%	17.3%	793
2012 Region 9, San Francisco	395	65.6%	19.3%	15.1%	33
2011 Region 9, San Francisco	378	65.4%	21.1%	13.5%	29
2010 Region 9, San Francisco	376	61.6%	22.7%	15.8%	35
2008 Region 9, San Francisco	302	53.8%	26.8%	19.4%	59
2006 Region 9, San Francisco	378	50.0%	30.4%	19.6%	61

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	677,385	53.1%	23.4%	23.6%	7,250
2012 Environmental Protection Agency	8,717	44.2%	26.9%	28.9%	103
2012 Region 9, San Francisco	425	43.4%	31.7%	24.9%	7
2011 Region 9, San Francisco	402	40.2%	30.4%	29.5%	4
2010 Region 9, San Francisco	407	53.1%	23.4%	23.5%	3
2008 Region 9, San Francisco	351	51.2%	28.9%	19.9%	10
2006 Region 9, San Francisco	431	53.4%	30.6%	16.0%	8

19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	NBJ
2012 Governmentwide	668,068	67.5%	14.8%	17.7%	18,229
2012 Environmental Protection Agency	8,656	59.0%	18.2%	22.8%	183
2012 Region 9, San Francisco	422	64.0%	16.7%	19.2%	10
2011 Region 9, San Francisco	404	59.5%	17.7%	22.8%	4
2010 Region 9, San Francisco	405	61.8%	16.2%	22.1%	6
2008 Region 9, San Francisco	353	62.0%	19.6%	18.3%	8
2006 Region 9, San Francisco	--	--	--	--	--

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My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
2012 Governmentwide	685,205	72.8%	14.3%	12.9%
2012 Environmental Protection Agency	8,815	77.7%	12.8%	9.5%
2012 Region 9, San Francisco	430	83.5%	9.1%	7.4%
2011 Region 9, San Francisco	391	84.0%	9.6%	6.4%
2010 Region 9, San Francisco	400	82.9%	11.2%	5.9%
2008 Region 9, San Francisco	361	90.4%	4.6%	5.0%
2006 Region 9, San Francisco	439	91.1%	5.3%	3.6%

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	662,253	43.5%	27.2%	29.4%	23,872
2012 Environmental Protection Agency	8,463	44.0%	24.4%	31.6%	365
2012 Region 9, San Francisco	417	49.8%	21.1%	29.1%	14
2011 Region 9, San Francisco	399	57.1%	21.0%	21.9%	9
2010 Region 9, San Francisco	398	62.6%	19.8%	17.6%	14
2008 Region 9, San Francisco	351	63.8%	19.6%	16.6%	10
2006 Region 9, San Francisco	427	67.2%	21.6%	11.2%	12

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	645,137	33.5%	29.2%	37.3%	39,208
2012 Environmental Protection Agency	8,120	40.2%	28.2%	31.6%	696
2012 Region 9, San Francisco	390	41.8%	30.6%	27.6%	39
2011 Region 9, San Francisco	374	43.9%	28.5%	27.6%	34
2010 Region 9, San Francisco	366	44.0%	29.2%	26.8%	46
2008 Region 9, San Francisco	327	51.1%	29.3%	19.6%	34
2006 Region 9, San Francisco	404	50.1%	30.0%	20.0%	35

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My Work Unit (continued)

23. *In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.*

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	632,125	29.4%	27.8%	42.8%	51,759
2012 Environmental Protection Agency	7,724	26.2%	30.5%	43.3%	1,094
2012 Region 9, San Francisco	366	28.9%	35.6%	35.4%	64
2011 Region 9, San Francisco	355	21.4%	36.2%	42.4%	53
2010 Region 9, San Francisco	336	22.6%	34.3%	43.0%	76
2008 Region 9, San Francisco	307	35.6%	29.4%	34.9%	54
2006 Region 9, San Francisco	384	36.5%	30.1%	33.4%	55

24. *In my work unit, differences in performance are recognized in a meaningful way.*

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	652,024	33.8%	29.2%	37.0%	32,505
2012 Environmental Protection Agency	8,119	34.6%	29.9%	35.5%	691
2012 Region 9, San Francisco	382	35.3%	34.2%	30.6%	48
2011 Region 9, San Francisco	369	38.2%	29.1%	32.7%	39
2010 Region 9, San Francisco	366	33.5%	32.1%	34.4%	46
2008 Region 9, San Francisco	317	43.1%	28.8%	28.2%	44
2006 Region 9, San Francisco	400	41.9%	33.3%	24.8%	39

25. *Awards in my work unit depend on how well employees perform their jobs.*

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	648,791	41.0%	25.4%	33.6%	35,445
2012 Environmental Protection Agency	8,083	45.2%	24.9%	29.9%	731
2012 Region 9, San Francisco	372	56.5%	25.4%	18.1%	56
2011 Region 9, San Francisco	361	51.4%	25.6%	23.0%	47
2010 Region 9, San Francisco	355	49.1%	25.6%	25.3%	56
2008 Region 9, San Francisco	339	63.3%	21.4%	15.2%	22
2006 Region 9, San Francisco	408	60.9%	23.0%	16.1%	31

Environmental Protection Agency

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My Work Unit (continued)

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	681,951	72.3%	14.6%	13.1%	2,878
2012 Environmental Protection Agency	8,778	74.6%	13.3%	12.1%	41
2012 Region 9, San Francisco	424	79.3%	12.7%	8.0%	5
2011 Region 9, San Francisco	403	80.1%	12.1%	7.8%	3
2010 Region 9, San Francisco	406	79.8%	10.1%	10.0%	4
2008 Region 9, San Francisco	356	78.9%	10.4%	10.7%	5
2006 Region 9, San Francisco	435	79.1%	11.8%	9.0%	4

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	661,501	54.7%	28.6%	16.8%	23,067
2012 Environmental Protection Agency	8,380	51.5%	32.2%	16.4%	440
2012 Region 9, San Francisco	394	55.4%	31.4%	13.2%	37
2011 Region 9, San Francisco	389	54.2%	33.4%	12.4%	18
2010 Region 9, San Francisco	377	57.0%	29.4%	13.6%	32
2008 Region 9, San Francisco	345	58.8%	27.5%	13.7%	16
2006 Region 9, San Francisco	422	55.6%	35.1%	9.3%	17

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
2012 Governmentwide	683,823	83.4%	13.6%	3.0%
2012 Environmental Protection Agency	8,803	87.2%	11.1%	1.7%
2012 Region 9, San Francisco	430	89.9%	9.3%	0.8%
2011 Region 9, San Francisco	407	87.8%	10.3%	1.8%
2010 Region 9, San Francisco	406	87.8%	10.7%	1.5%
2008 Region 9, San Francisco	361	88.0%	9.7%	2.3%
2006 Region 9, San Francisco	439	90.1%	8.1%	1.8%

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My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	662,287	71.6%	17.2%	11.2%	9,223
2012 Environmental Protection Agency	8,532	73.5%	16.2%	10.3%	169
2012 Region 9, San Francisco	417	77.5%	16.3%	6.2%	8
2011 Region 9, San Francisco	391	78.7%	12.1%	9.2%	10
2010 Region 9, San Francisco	388	80.6%	10.0%	9.4%	13
2008 Region 9, San Francisco	357	82.1%	10.0%	7.8%	4
2006 Region 9, San Francisco	434	86.9%	7.8%	5.3%	5

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	657,623	45.2%	26.0%	28.8%	13,810
2012 Environmental Protection Agency	8,451	49.2%	24.3%	26.6%	249
2012 Region 9, San Francisco	410	58.6%	22.7%	18.8%	13
2011 Region 9, San Francisco	386	64.1%	19.3%	16.6%	15
2010 Region 9, San Francisco	390	60.9%	22.9%	16.2%	13
2008 Region 9, San Francisco	343	60.0%	26.7%	13.3%	18
2006 Region 9, San Francisco	422	64.3%	23.1%	12.6%	17

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	658,648	48.4%	24.1%	27.5%	11,646
2012 Environmental Protection Agency	8,486	58.2%	22.0%	19.8%	205
2012 Region 9, San Francisco	407	63.7%	18.9%	17.4%	16
2011 Region 9, San Francisco	391	67.6%	19.0%	13.4%	8
2010 Region 9, San Francisco	393	62.8%	20.2%	16.9%	10
2008 Region 9, San Francisco	--	--	--	--	--
2006 Region 9, San Francisco	--	--	--	--	--

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My Agency (continued)

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	650,663	38.5%	29.6%	31.9%	18,726
2012 Environmental Protection Agency	8,391	46.4%	28.5%	25.1%	271
2012 Region 9, San Francisco	411	51.3%	29.0%	19.7%	12
2011 Region 9, San Francisco	391	54.2%	26.5%	19.3%	9
2010 Region 9, San Francisco	390	53.6%	23.5%	22.8%	13
2008 Region 9, San Francisco	354	62.1%	22.5%	15.4%	7
2006 Region 9, San Francisco	427	61.2%	24.4%	14.3%	12

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	628,870	21.6%	28.1%	50.2%	40,108
2012 Environmental Protection Agency	7,875	20.4%	31.8%	47.8%	795
2012 Region 9, San Francisco	380	16.7%	36.5%	46.8%	43
2011 Region 9, San Francisco	363	20.8%	28.9%	50.3%	37
2010 Region 9, San Francisco	356	19.8%	31.8%	48.3%	47
2008 Region 9, San Francisco	327	25.1%	36.9%	38.0%	34
2006 Region 9, San Francisco	401	25.0%	37.9%	37.1%	38

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	625,285	56.8%	29.1%	14.1%	44,977
2012 Environmental Protection Agency	8,157	64.0%	22.9%	13.1%	525
2012 Region 9, San Francisco	402	68.5%	19.2%	12.3%	20
2011 Region 9, San Francisco	384	67.7%	16.3%	16.0%	17
2010 Region 9, San Francisco	387	67.6%	16.6%	15.7%	16
2008 Region 9, San Francisco	336	70.2%	18.4%	11.4%	25
2006 Region 9, San Francisco	420	73.7%	16.0%	10.3%	19

Environmental Protection Agency

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My Agency (continued)

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	662,923	76.9%	13.4%	9.7%	7,525
2012 Environmental Protection Agency	8,500	85.7%	9.9%	4.4%	186
2012 Region 9, San Francisco	411	85.7%	10.5%	3.7%	10
2011 Region 9, San Francisco	389	86.0%	10.3%	3.8%	11
2010 Region 9, San Francisco	390	87.4%	9.4%	3.2%	11
2008 Region 9, San Francisco	355	86.4%	9.6%	4.0%	6
2006 Region 9, San Francisco	435	87.0%	8.4%	4.5%	4

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	661,974	78.0%	13.9%	8.2%	7,292
2012 Environmental Protection Agency	8,510	76.6%	15.8%	7.6%	171
2012 Region 9, San Francisco	405	76.8%	18.2%	5.0%	17
2011 Region 9, San Francisco	394	76.8%	17.3%	5.9%	7
2010 Region 9, San Francisco	397	76.4%	17.5%	6.2%	5
2008 Region 9, San Francisco	352	78.5%	16.5%	5.0%	9
2006 Region 9, San Francisco	429	70.3%	21.2%	8.5%	10

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	636,579	51.2%	23.4%	25.4%	32,982
2012 Environmental Protection Agency	7,993	56.4%	21.8%	21.8%	689
2012 Region 9, San Francisco	388	59.9%	23.7%	16.4%	34
2011 Region 9, San Francisco	384	57.5%	20.4%	22.1%	17
2010 Region 9, San Francisco	364	55.3%	23.7%	21.0%	39
2008 Region 9, San Francisco	312	58.1%	22.6%	19.3%	49
2006 Region 9, San Francisco	391	53.5%	29.6%	16.8%	48

Environmental Protection Agency

Region 9, San Francisco

1st Level Trend Report

My Agency (continued)

38. *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	615,998	65.9%	20.0%	14.1%	51,862
2012 Environmental Protection Agency	7,648	69.2%	17.9%	12.9%	1,013
2012 Region 9, San Francisco	373	74.8%	15.3%	9.9%	47
2011 Region 9, San Francisco	365	70.3%	16.4%	13.3%	34
2010 Region 9, San Francisco	355	68.6%	16.5%	14.8%	47
2008 Region 9, San Francisco	301	73.8%	18.1%	8.1%	60
2006 Region 9, San Francisco	381	76.2%	14.8%	9.0%	58

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	658,423	76.4%	16.7%	6.9%	10,424
2012 Environmental Protection Agency	8,555	76.3%	16.6%	7.2%	129
2012 Region 9, San Francisco	418	79.6%	16.8%	3.5%	4
2011 Region 9, San Francisco	397	83.5%	11.9%	4.6%	4
2010 Region 9, San Francisco	398	80.6%	12.0%	7.4%	4
2008 Region 9, San Francisco	--	--	--	--	--
2006 Region 9, San Francisco	--	--	--	--	--

40. *I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative
2012 Governmentwide	669,665	66.8%	19.9%	13.4%
2012 Environmental Protection Agency	8,691	74.6%	15.7%	9.7%
2012 Region 9, San Francisco	423	81.5%	13.9%	4.7%
2011 Region 9, San Francisco	401	84.1%	10.4%	5.6%
2010 Region 9, San Francisco	401	85.3%	10.4%	4.3%
2008 Region 9, San Francisco	361	84.4%	9.8%	5.7%
2006 Region 9, San Francisco	439	86.0%	9.0%	5.0%

Environmental Protection Agency

Region 9, San Francisco

1st Level Trend Report

My Agency (continued)

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	606,522	42.4%	29.1%	28.4%	63,385
2012 Environmental Protection Agency	7,747	44.5%	30.6%	24.9%	948
2012 Region 9, San Francisco	362	44.7%	35.4%	19.9%	61
2011 Region 9, San Francisco	351	48.6%	33.7%	17.7%	49
2010 Region 9, San Francisco	350	52.7%	28.4%	19.0%	53
2008 Region 9, San Francisco	--	--	--	--	--
2006 Region 9, San Francisco	--	--	--	--	--

My Supervisor/Team Leader

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	663,393	76.7%	11.9%	11.4%	4,030
2012 Environmental Protection Agency	8,616	84.6%	8.6%	6.8%	55
2012 Region 9, San Francisco	419	89.6%	6.8%	3.5%	3
2011 Region 9, San Francisco	396	88.7%	6.9%	4.5%	3
2010 Region 9, San Francisco	396	88.5%	7.3%	4.2%	4
2008 Region 9, San Francisco	358	88.5%	5.8%	5.6%	3
2006 Region 9, San Francisco	435	89.1%	7.2%	3.7%	4

43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	663,693	65.2%	17.7%	17.1%	2,957
2012 Environmental Protection Agency	8,622	71.1%	15.3%	13.6%	29
2012 Region 9, San Francisco	417	76.2%	15.6%	8.1%	3
2011 Region 9, San Francisco	398	72.4%	18.3%	9.3%	1
2010 Region 9, San Francisco	395	76.1%	12.5%	11.4%	2
2008 Region 9, San Francisco	--	--	--	--	--
2006 Region 9, San Francisco	--	--	--	--	--

Environmental Protection Agency

Region 9, San Francisco

1st Level Trend Report

My Supervisor/Team Leader (continued)

44. Discussions with my supervisor/team leader about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	658,206	62.2%	19.2%	18.6%	6,888
2012 Environmental Protection Agency	8,560	65.9%	17.3%	16.8%	69
2012 Region 9, San Francisco	413	72.8%	17.4%	9.7%	5
2011 Region 9, San Francisco	393	67.1%	18.7%	14.1%	6
2010 Region 9, San Francisco	394	68.1%	16.1%	15.9%	4
2008 Region 9, San Francisco	358	69.2%	18.4%	12.4%	3
2006 Region 9, San Francisco	433	69.9%	17.6%	12.5%	6

45. My supervisor/team leader is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	615,578	64.5%	24.6%	10.9%	49,711
2012 Environmental Protection Agency	7,749	69.4%	22.7%	7.9%	902
2012 Region 9, San Francisco	367	74.0%	20.4%	5.7%	50
2011 Region 9, San Francisco	363	72.4%	19.8%	7.8%	36
2010 Region 9, San Francisco	363	71.1%	22.3%	6.7%	35
2008 Region 9, San Francisco	--	--	--	--	--
2006 Region 9, San Francisco	--	--	--	--	--

46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	662,244	60.8%	20.6%	18.7%	3,265
2012 Environmental Protection Agency	8,600	62.5%	20.2%	17.2%	45
2012 Region 9, San Francisco	416	68.7%	21.0%	10.3%	3
2011 Region 9, San Francisco	397	65.0%	19.6%	15.4%	2
2010 Region 9, San Francisco	394	65.7%	21.7%	12.5%	2
2008 Region 9, San Francisco	--	--	--	--	--
2006 Region 9, San Francisco	--	--	--	--	--

Environmental Protection Agency

Region 9, San Francisco

1st Level Trend Report

My Supervisor/Team Leader (continued)

47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	657,845	65.1%	18.6%	16.3%	7,510
2012 Environmental Protection Agency	8,541	70.0%	16.7%	13.3%	114
2012 Region 9, San Francisco	408	77.2%	15.5%	7.3%	10
2011 Region 9, San Francisco	388	76.5%	14.5%	9.0%	8
2010 Region 9, San Francisco	389	77.1%	14.1%	8.9%	9
2008 Region 9, San Francisco	358	77.3%	15.8%	6.8%	3
2006 Region 9, San Francisco	437	79.5%	13.8%	6.7%	2

48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
2012 Governmentwide	665,079	74.3%	13.2%	12.5%
2012 Environmental Protection Agency	8,647	81.0%	10.0%	9.0%
2012 Region 9, San Francisco	419	86.8%	9.6%	3.6%
2011 Region 9, San Francisco	398	84.4%	10.0%	5.6%
2010 Region 9, San Francisco	399	85.6%	8.3%	6.1%
2008 Region 9, San Francisco	--	--	--	--
2006 Region 9, San Francisco	--	--	--	--

49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
2012 Governmentwide	664,171	79.4%	11.1%	9.5%
2012 Environmental Protection Agency	8,637	83.9%	8.7%	7.4%
2012 Region 9, San Francisco	419	88.7%	7.4%	3.9%
2011 Region 9, San Francisco	399	86.4%	8.0%	5.6%
2010 Region 9, San Francisco	398	88.3%	7.1%	4.5%
2008 Region 9, San Francisco	--	--	--	--
2006 Region 9, San Francisco	--	--	--	--

Environmental Protection Agency

Region 9, San Francisco

1st Level Trend Report

My Supervisor/Team Leader (continued)

50. In the last six months, my supervisor/team leader has talked with me about my performance.

	N	Positive	Neutral	Negative
2012 Governmentwide	664,039	76.8%	10.5%	12.7%
2012 Environmental Protection Agency	8,636	85.3%	7.0%	7.7%
2012 Region 9, San Francisco	418	87.6%	7.0%	5.3%
2011 Region 9, San Francisco	399	85.2%	9.7%	5.1%
2010 Region 9, San Francisco	399	86.4%	7.8%	5.8%
2008 Region 9, San Francisco	--	--	--	--
2006 Region 9, San Francisco	--	--	--	--

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2012 Governmentwide	663,909	65.8%	17.2%	17.0%
2012 Environmental Protection Agency	8,634	70.4%	15.4%	14.2%
2012 Region 9, San Francisco	419	79.5%	13.2%	7.3%
2011 Region 9, San Francisco	398	74.4%	15.2%	10.5%
2010 Region 9, San Francisco	397	72.4%	15.3%	12.3%
2008 Region 9, San Francisco	361	78.0%	10.9%	11.1%
2006 Region 9, San Francisco	439	77.0%	15.1%	7.9%

52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?

	N	Positive	Neutral	Negative
2012 Governmentwide	663,472	68.4%	18.9%	12.6%
2012 Environmental Protection Agency	8,640	73.4%	17.2%	9.4%
2012 Region 9, San Francisco	421	82.8%	13.9%	3.3%
2011 Region 9, San Francisco	394	76.8%	16.2%	6.9%
2010 Region 9, San Francisco	397	73.7%	17.4%	8.9%
2008 Region 9, San Francisco	361	79.0%	13.8%	7.1%
2006 Region 9, San Francisco	439	78.9%	14.1%	7.0%

Environmental Protection Agency

Region 9, San Francisco

1st Level Trend Report

Leadership

53. In my organization, leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	651,887	42.9%	26.2%	30.9%	6,310
2012 Environmental Protection Agency	8,483	42.9%	27.4%	29.8%	105
2012 Region 9, San Francisco	418	44.1%	31.9%	23.9%	1
2011 Region 9, San Francisco	390	45.4%	30.1%	24.5%	7
2010 Region 9, San Francisco	393	47.2%	29.4%	23.4%	4
2008 Region 9, San Francisco	354	39.9%	34.2%	25.9%	7
2006 Region 9, San Francisco	430	41.8%	33.2%	25.0%	9

54. My organization's leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	638,553	55.1%	23.1%	21.8%	19,203
2012 Environmental Protection Agency	8,207	58.5%	22.5%	19.0%	370
2012 Region 9, San Francisco	395	59.3%	23.8%	16.9%	22
2011 Region 9, San Francisco	374	58.6%	24.4%	17.1%	24
2010 Region 9, San Francisco	377	59.8%	23.2%	17.0%	19
2008 Region 9, San Francisco	342	54.5%	21.8%	23.7%	19
2006 Region 9, San Francisco	410	54.6%	29.6%	15.9%	29

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	631,883	63.4%	22.2%	14.4%	24,592
2012 Environmental Protection Agency	8,049	65.3%	21.9%	12.7%	519
2012 Region 9, San Francisco	387	64.8%	22.4%	12.9%	33
2011 Region 9, San Francisco	375	63.6%	19.9%	16.5%	22
2010 Region 9, San Francisco	367	65.2%	17.3%	17.5%	29
2008 Region 9, San Francisco	342	70.9%	18.1%	11.0%	19
2006 Region 9, San Francisco	420	73.0%	16.6%	10.3%	19

Environmental Protection Agency

Region 9, San Francisco

1st Level Trend Report

Leadership (continued)

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	651,106	62.4%	19.9%	17.7%	5,427
2012 Environmental Protection Agency	8,504	62.2%	20.9%	16.8%	68
2012 Region 9, San Francisco	412	67.2%	19.7%	13.1%	5
2011 Region 9, San Francisco	390	64.2%	21.3%	14.5%	7
2010 Region 9, San Francisco	390	68.7%	16.8%	14.5%	5
2008 Region 9, San Francisco	356	67.9%	19.6%	12.5%	5
2006 Region 9, San Francisco	436	71.9%	17.5%	10.5%	3

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	621,279	62.0%	23.4%	14.6%	34,259
2012 Environmental Protection Agency	8,063	62.8%	23.6%	13.7%	490
2012 Region 9, San Francisco	393	67.5%	23.4%	9.1%	21
2011 Region 9, San Francisco	373	65.3%	23.2%	11.5%	22
2010 Region 9, San Francisco	373	69.7%	19.5%	10.7%	22
2008 Region 9, San Francisco	346	74.1%	16.6%	9.2%	15
2006 Region 9, San Francisco	423	71.6%	21.3%	7.1%	16

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	639,009	53.3%	23.0%	23.8%	17,366
2012 Environmental Protection Agency	8,386	54.1%	23.0%	23.0%	189
2012 Region 9, San Francisco	410	56.7%	27.2%	16.0%	8
2011 Region 9, San Francisco	389	52.7%	27.4%	19.9%	8
2010 Region 9, San Francisco	386	55.6%	22.3%	22.1%	10
2008 Region 9, San Francisco	350	63.8%	19.1%	17.1%	11
2006 Region 9, San Francisco	428	66.8%	20.9%	12.2%	11

Environmental Protection Agency

Region 9, San Francisco

1st Level Trend Report

Leadership (continued)

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	637,138	56.9%	23.0%	20.1%	18,374
2012 Environmental Protection Agency	8,376	60.6%	21.3%	18.0%	198
2012 Region 9, San Francisco	405	63.5%	25.5%	11.0%	12
2011 Region 9, San Francisco	383	59.4%	24.4%	16.2%	13
2010 Region 9, San Francisco	382	62.0%	19.7%	18.2%	10
2008 Region 9, San Francisco	--	--	--	--	--
2006 Region 9, San Francisco	--	--	--	--	--

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	625,622	57.9%	24.0%	18.1%	30,480
2012 Environmental Protection Agency	8,234	61.1%	23.9%	15.0%	342
2012 Region 9, San Francisco	401	65.3%	23.2%	11.5%	17
2011 Region 9, San Francisco	376	65.0%	22.4%	12.6%	21
2010 Region 9, San Francisco	375	65.1%	23.2%	11.8%	20
2008 Region 9, San Francisco	--	--	--	--	--
2006 Region 9, San Francisco	--	--	--	--	--

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	648,951	54.1%	23.3%	22.6%	7,190
2012 Environmental Protection Agency	8,496	53.7%	23.6%	22.7%	82
2012 Region 9, San Francisco	416	51.5%	27.7%	20.8%	3
2011 Region 9, San Francisco	392	50.8%	28.3%	20.9%	4
2010 Region 9, San Francisco	390	57.7%	24.9%	17.3%	7
2008 Region 9, San Francisco	356	52.5%	23.0%	24.5%	5
2006 Region 9, San Francisco	435	52.6%	27.2%	20.2%	4

Environmental Protection Agency

Region 9, San Francisco

1st Level Trend Report

Leadership (continued)

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	598,453	54.0%	27.6%	18.4%	56,981
2012 Environmental Protection Agency	7,852	64.3%	23.4%	12.3%	721
2012 Region 9, San Francisco	385	68.5%	23.5%	8.0%	33
2011 Region 9, San Francisco	360	67.7%	20.4%	11.9%	35
2010 Region 9, San Francisco	357	68.1%	20.8%	11.1%	38
2008 Region 9, San Francisco	--	--	--	--	--
2006 Region 9, San Francisco	--	--	--	--	--

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
2012 Governmentwide	652,744	51.6%	23.7%	24.7%
2012 Environmental Protection Agency	8,541	55.7%	22.1%	22.2%
2012 Region 9, San Francisco	419	56.1%	24.4%	19.6%
2011 Region 9, San Francisco	395	60.3%	24.2%	15.5%
2010 Region 9, San Francisco	392	64.4%	21.1%	14.5%
2008 Region 9, San Francisco	361	69.7%	13.9%	16.4%
2006 Region 9, San Francisco	439	67.8%	19.5%	12.6%

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
2012 Governmentwide	652,105	48.4%	24.2%	27.5%
2012 Environmental Protection Agency	8,534	51.4%	24.0%	24.6%
2012 Region 9, San Francisco	417	52.6%	27.4%	19.9%
2011 Region 9, San Francisco	395	53.2%	26.6%	20.2%
2010 Region 9, San Francisco	393	52.8%	27.9%	19.3%
2008 Region 9, San Francisco	361	61.4%	20.2%	18.4%
2006 Region 9, San Francisco	439	59.3%	25.3%	15.4%

Environmental Protection Agency

Region 9, San Francisco

1st Level Trend Report

My Satisfaction (continued)

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
2012 Governmentwide	650,832	48.0%	23.8%	28.2%
2012 Environmental Protection Agency	8,501	54.8%	22.4%	22.8%
2012 Region 9, San Francisco	416	62.9%	21.3%	15.8%
2011 Region 9, San Francisco	395	63.7%	18.6%	17.7%
2010 Region 9, San Francisco	390	59.4%	20.1%	20.5%
2008 Region 9, San Francisco	361	68.7%	14.8%	16.5%
2006 Region 9, San Francisco	439	61.9%	20.2%	17.9%

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
2012 Governmentwide	650,372	43.4%	29.3%	27.3%
2012 Environmental Protection Agency	8,514	43.1%	31.2%	25.7%
2012 Region 9, San Francisco	419	43.2%	32.9%	23.8%
2011 Region 9, San Francisco	394	42.1%	34.4%	23.5%
2010 Region 9, San Francisco	391	46.8%	34.1%	19.0%
2008 Region 9, San Francisco	361	46.3%	29.6%	24.1%
2006 Region 9, San Francisco	439	46.1%	31.0%	22.9%

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
2012 Governmentwide	650,630	36.4%	28.4%	35.1%
2012 Environmental Protection Agency	8,523	34.7%	32.3%	33.0%
2012 Region 9, San Francisco	417	36.9%	34.2%	28.9%
2011 Region 9, San Francisco	394	41.7%	30.4%	28.0%
2010 Region 9, San Francisco	390	43.9%	25.0%	31.1%
2008 Region 9, San Francisco	361	44.3%	29.1%	26.7%
2006 Region 9, San Francisco	439	46.3%	28.6%	25.1%

Environmental Protection Agency

Region 9, San Francisco

1st Level Trend Report

My Satisfaction (continued)

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
2012 Governmentwide	650,514	53.7%	23.5%	22.8%
2012 Environmental Protection Agency	8,522	49.8%	28.5%	21.7%
2012 Region 9, San Francisco	416	48.0%	30.8%	21.3%
2011 Region 9, San Francisco	394	50.5%	27.9%	21.7%
2010 Region 9, San Francisco	391	59.1%	24.3%	16.6%
2008 Region 9, San Francisco	361	57.6%	25.3%	17.1%
2006 Region 9, San Francisco	439	58.8%	27.9%	13.3%

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
2012 Governmentwide	650,211	68.0%	17.3%	14.7%
2012 Environmental Protection Agency	8,512	70.4%	16.2%	13.4%
2012 Region 9, San Francisco	416	78.8%	13.9%	7.3%
2011 Region 9, San Francisco	393	77.1%	13.2%	9.7%
2010 Region 9, San Francisco	393	81.3%	11.1%	7.7%
2008 Region 9, San Francisco	361	79.7%	11.4%	8.9%
2006 Region 9, San Francisco	439	80.4%	11.2%	8.4%

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
2012 Governmentwide	650,947	58.8%	17.2%	24.0%
2012 Environmental Protection Agency	8,524	66.8%	16.7%	16.5%
2012 Region 9, San Francisco	416	67.4%	18.2%	14.4%
2011 Region 9, San Francisco	394	69.0%	17.6%	13.4%
2010 Region 9, San Francisco	391	73.2%	14.4%	12.4%
2008 Region 9, San Francisco	361	69.8%	14.8%	15.4%
2006 Region 9, San Francisco	439	72.8%	11.2%	16.0%

Environmental Protection Agency

Region 9, San Francisco

1st Level Trend Report

My Satisfaction (continued)

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
2012 Governmentwide	651,064	58.9%	21.6%	19.5%
2012 Environmental Protection Agency	8,536	64.7%	18.9%	16.4%
2012 Region 9, San Francisco	419	72.9%	16.7%	10.4%
2011 Region 9, San Francisco	393	73.3%	16.1%	10.6%
2010 Region 9, San Francisco	392	78.0%	13.1%	8.9%
2008 Region 9, San Francisco	361	70.3%	16.0%	13.7%
2006 Region 9, San Francisco	439	73.5%	16.0%	10.5%

Work/Life

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	Yes	No	Not Sure
2012 Governmentwide	651,238	36.2%	57.9%	5.9%
2012 Environmental Protection Agency	8,533	86.5%	10.3%	3.2%
2012 Region 9, San Francisco	419	93.8%	4.5%	1.7%
2011 Region 9, San Francisco	394	86.9%	10.1%	3.0%
2010 Region 9, San Francisco	--	--	--	--
2008 Region 9, San Francisco	--	--	--	--
2006 Region 9, San Francisco	--	--	--	--

73. Please select the response below that BEST describes your current teleworking situation:

	Telework				
	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2012 Governmentwide	631,985	2.6%	7.7%	3.8%	9.6%
2012 Environmental Protection Agency	8,496	1.2%	30.8%	13.1%	26.2%
2012 Region 9, San Francisco	418	2.9%	27.2%	23.6%	26.2%
2011 Region 9, San Francisco	391	0.7%	17.5%	22.4%	35.7%
2010 Region 9, San Francisco	--	--	--	--	--
2008 Region 9, San Francisco	--	--	--	--	--
2006 Region 9, San Francisco	--	--	--	--	--

(continued)

Environmental Protection Agency

Region 9, San Francisco

1st Level Trend Report

Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

		Do Not Telework			
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2012 Governmentwide	631,985	35.0%	6.2%	22.2%	12.9%
2012 Environmental Protection Agency	8,496	3.5%	2.4%	7.0%	15.9%
2012 Region 9, San Francisco	418	1.6%	5.5%	4.0%	8.9%
2011 Region 9, San Francisco	391	3.3%	4.3%	5.4%	10.6%
2010 Region 9, San Francisco	--	--	--	--	--
2008 Region 9, San Francisco	--	--	--	--	--
2006 Region 9, San Francisco	--	--	--	--	--

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2012 Governmentwide	648,172	32.3%	45.3%	22.4%
2012 Environmental Protection Agency	8,485	67.7%	29.7%	2.6%
2012 Region 9, San Francisco	417	60.0%	38.0%	2.0%
2011 Region 9, San Francisco	392	61.6%	37.1%	1.3%
2010 Region 9, San Francisco	--	--	--	--
2008 Region 9, San Francisco	--	--	--	--
2006 Region 9, San Francisco	--	--	--	--

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2012 Governmentwide	646,836	29.3%	58.7%	12.0%
2012 Environmental Protection Agency	8,486	41.0%	55.4%	3.6%
2012 Region 9, San Francisco	417	23.1%	70.2%	6.7%
2011 Region 9, San Francisco	392	31.7%	63.7%	4.7%
2010 Region 9, San Francisco	--	--	--	--
2008 Region 9, San Francisco	--	--	--	--
2006 Region 9, San Francisco	--	--	--	--

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Work/Life (continued)

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2012 Governmentwide	645,355	14.0%	80.0%	6.0%
2012 Environmental Protection Agency	8,436	11.9%	85.1%	3.0%
2012 Region 9, San Francisco	416	15.5%	82.9%	1.6%
2011 Region 9, San Francisco	389	13.8%	83.7%	2.5%
2010 Region 9, San Francisco	--	--	--	--
2008 Region 9, San Francisco	--	--	--	--
2006 Region 9, San Francisco	--	--	--	--

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
2012 Governmentwide	648,002	3.7%	79.1%	17.2%
2012 Environmental Protection Agency	8,481	3.7%	86.5%	9.8%
2012 Region 9, San Francisco	417	3.3%	90.0%	6.7%
2011 Region 9, San Francisco	390	3.6%	91.1%	5.3%
2010 Region 9, San Francisco	--	--	--	--
2008 Region 9, San Francisco	--	--	--	--
2006 Region 9, San Francisco	--	--	--	--

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
2012 Governmentwide	647,966	2.5%	80.0%	17.6%
2012 Environmental Protection Agency	8,490	3.3%	86.6%	10.2%
2012 Region 9, San Francisco	417	4.0%	88.0%	7.9%
2011 Region 9, San Francisco	390	2.3%	90.7%	7.0%
2010 Region 9, San Francisco	--	--	--	--
2008 Region 9, San Francisco	--	--	--	--
2006 Region 9, San Francisco	--	--	--	--

Environmental Protection Agency

Region 9, San Francisco

1st Level Trend Report

Work/Life (continued)

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
2012 Governmentwide	187,559	72.8%	17.5%	9.7%	21,200
2012 Environmental Protection Agency	6,023	80.6%	12.0%	7.4%	103
2012 Region 9, San Francisco	327	77.6%	13.7%	8.7%	8
2011 Region 9, San Francisco	297	72.5%	18.1%	9.4%	5
2010 Region 9, San Francisco	--	--	--	--	--
2008 Region 9, San Francisco	--	--	--	--	--
2006 Region 9, San Francisco	--	--	--	--	--

*The results for this item only include employees who indicated that they participated in this program.

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
2012 Governmentwide	228,200	88.5%	8.0%	3.5%	5,463
2012 Environmental Protection Agency	5,758	93.1%	4.7%	2.1%	52
2012 Region 9, San Francisco	247	90.2%	8.3%	1.5%	4
2011 Region 9, San Francisco	238	92.7%	5.7%	1.7%	5
2010 Region 9, San Francisco	--	--	--	--	--
2008 Region 9, San Francisco	--	--	--	--	--
2006 Region 9, San Francisco	--	--	--	--	--

*The results for this item only include employees who indicated that they participated in this program.

81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Positive	Neutral	Negative	NBJ
2012 Governmentwide	184,051	80.0%	16.6%	3.4%	12,511
2012 Environmental Protection Agency	3,394	87.1%	10.7%	2.2%	121
2012 Region 9, San Francisco	92	82.8%	16.1%	1.1%	4
2011 Region 9, San Francisco	120	85.6%	11.3%	3.1%	4
2010 Region 9, San Francisco	--	--	--	--	--
2008 Region 9, San Francisco	--	--	--	--	--
2006 Region 9, San Francisco	--	--	--	--	--

*The results for this item only include employees who indicated that they participated in this program.

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Work/Life (continued)

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
2012 Governmentwide	88,192	75.6%	20.6%	3.8%	11,655
2012 Environmental Protection Agency	991	79.9%	17.2%	2.9%	139
2012 Region 9, San Francisco	65	72.9%	22.8%	4.2%	2
2011 Region 9, San Francisco	56	80.0%	20.0%	0.0%	2
2010 Region 9, San Francisco	--	--	--	--	--
2008 Region 9, San Francisco	--	--	--	--	--
2006 Region 9, San Francisco	--	--	--	--	--

*The results for this item only include employees who indicated that they participated in this program.

83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Positive	Neutral	Negative	NBJ
2012 Governmentwide	18,627	72.0%	24.3%	3.7%	6,929
2012 Environmental Protection Agency	265	74.2%	23.1%	2.8%	103
2012 Region 9, San Francisco	14	78.8%	21.2%	0.0%	2
2011 Region 9, San Francisco	16	82.6%	17.4%	0.0%	2
2010 Region 9, San Francisco	--	--	--	--	--
2008 Region 9, San Francisco	--	--	--	--	--
2006 Region 9, San Francisco	--	--	--	--	--

*The results for this item only include employees who indicated that they participated in this program.

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)

	N	Positive	Neutral	Negative	NBJ
2012 Governmentwide	12,577	67.9%	30.0%	2.2%	5,846
2012 Environmental Protection Agency	248	70.4%	27.9%	1.8%	82
2012 Region 9, San Francisco	15	67.5%	32.5%	0.0%	3
2011 Region 9, San Francisco	12	50.3%	49.7%	0.0%	1
2010 Region 9, San Francisco	--	--	--	--	--
2008 Region 9, San Francisco	--	--	--	--	--
2006 Region 9, San Francisco	--	--	--	--	--

*The results for this item only include employees who indicated that they participated in this program.

Environmental Protection Agency
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Demographic Questions

85. *Where do you work?*

	N	%
Headquarters	18	4.4%
Field	393	95.6%

86. *What is your supervisory status?*

	N	%
Non-Supervisor	336	80.6%
Team Leader	18	4.3%
Supervisor	44	10.6%
Manager	12	2.9%
Executive	7	1.7%

87. *Are you:*

	N	%
Male	172	41.7%
Female	240	58.3%

88. *Are you Hispanic or Latino?*

	N	%
Yes	33	8.1%
No	375	91.9%

89. *Race*

	N	%
American Indian or Alaska Native	6	1.5%
Asian	68	17.2%
Black or African American	22	5.6%
Native Hawaiian or Other Pacific Islander	5	1.3%
White	280	70.9%
Two or more races (Not Hispanic or Latino)	14	3.5%

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Demographic Questions (continued)

90. What is your age group?

	N	%
25 and under	8	1.9%
26-29	11	2.7%
30-39	68	16.5%
40-49	125	30.4%
50-59	158	38.4%
60 or older	41	10.0%

91. What is your pay category/grade?

	N	%
Federal Wage System	0	0.0%
GS 1-6	2	0.5%
GS 7-12	92	22.2%
GS 13-15	317	76.4%
Senior Executive Service	4	1.0%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	0	0.0%

92. How long have you been with the Federal Government (excluding military service)?

	N	%
Less than 1 year	5	1.2%
1 to 3 years	39	9.4%
4 to 5 years	16	3.9%
6 to 10 years	58	14.0%
11 to 14 years	42	10.1%
15 to 20 years	53	12.8%
More than 20 years	202	48.7%

93. How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

	N	%
Less than 1 year	7	1.7%
1 to 3 years	43	10.4%
4 to 5 years	20	4.9%
6 to 10 years	66	16.0%
11 to 20 years	114	27.7%
More than 20 years	162	39.3%

Environmental Protection Agency

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Demographic Questions (continued)

94. *Are you considering leaving your organization within the next year, and if so, why?*

	N	%
No	350	84.3%
Yes, to retire	21	5.1%
Yes, to take another job within the Federal Government	19	4.6%
Yes, to take another job outside the Federal Government	10	2.4%
Yes, other	15	3.6%

95. *I am planning to retire:*

	N	%
Within one year	10	2.4%
Between one and three years	41	10.0%
Between three and five years	37	9.0%
Five or more years	321	78.5%

96. *Self-Identify as:*

	N	%
Heterosexual or Straight	299	76.7%
Gay, Lesbian, Bisexual, or Transgender	45	11.5%
I prefer not to say	46	11.8%

97. *Have you ever served on Active Duty in the US Armed Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?*

	N	%
Yes	23	5.6%
No	389	94.4%

98. *Are you an individual with a disability?*

	N	%
Yes	29	7.1%
No	382	92.9%